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**Advancement of women**

# Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action

## Report of the Secretary-General**

*Summary*

Pursuant to General Assembly resolutions 52/100 and 53/120, the present report provides updated information on follow-up to the Fourth World Conference on Women by intergovernmental bodies, the United Nations system and non-governmental organizations. The report is the third such report presented on a rolling basis in 2000 to the Commission on the Status of Women, the Economic and Social Council and the General Assembly.

* A/55/150.

** This report was submitted on 11 August 2000 in order to allow departments of the Secretariat and other entities in the United Nations system sufficient time to submit their contributions.

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# I. Introduction

1. The General Assembly, by resolutions 52/100 of 12 December 1997 and 53/120 of 9 December 1998, requested the Secretary-General to report annually to the General Assembly, the Commission on the Status of Women and the Economic and Social Council on follow-up to and implementation of the Beijing Declaration[1] and the Platform for Action[2] adopted by the Fourth World Conference on Women. The present report does not include information on the twenty-third special session of the General Assembly on the theme "Women 2000: gender equality, development and peace for the twenty-first century", which was held from 5 to 9 June 2000, and which is the subject of a separate report (A/55/341). That report also contains information on the activities of non-governmental organizations and other institutions of civil society undertaken in connection with the special session.

2. The Secretary-General, in previous reports to the General Assembly on the implementation of the outcome of the Conference, noted the understanding of the Secretariat that the reports to the Commission on the Status of Women, the Economic and Social Council and the General Assembly on the subject would be provided on a rolling basis. Each report would briefly summarize the results of previous sessions of the other bodies and add new, up-to-date information. Three reports are therefore submitted in the course of a year to the three bodies, under the broad heading of follow-up to the Beijing Conference and mainstreaming a gender perspective. An effort is made in each report to provide information that is most pertinent to the respective intergovernmental body in order to facilitate intergovernmental decision-making.

3. The present report provides an update of developments that have taken place since the submission of the reports of the Secretary-General to the General Assembly at its fifty-fourth session (A/54/264), the Commission on the Status of Women at its forty-fourth session (E/CN.6/2000/2) and the Economic and Social Council at its substantive session of 2000 (E/2000/77).

# II. Results of the substantive session of 2000 of the Economic and Social Council in the areas of advancement of women, implementation of the Platform for Action and gender mainstreaming

4. The Economic and Social Council, at the coordination segment of its substantive session of 2000, discussed the cross-sectoral theme of "Assessment of the progress made within the United Nations system, through the conference reviews, in the promotion of an integrated and coordinated implementation of and follow-up to major United Nations conferences and summits in the economic, social and related fields". In its agreed conclusions (2000/2),[3] the Council noted that the recent five-year reviews and appraisals had been the occasion to reaffirm the goals and objectives agreed at the major United Nations conferences and summits and had identified obstacles and constraints encountered, actions and initiatives to overcome them and important measures for the further implementation of their programmes of action as well as new challenges and emerging issues. The Council invited its relevant functional commissions to consider options[4] for enhancing the reviews of the major United Nations conferences and summits and to inform the Council, for its consideration at its substantive session in 2001, of the outcome of their discussions. The Council stated that particular attention should be given to the periodicity of conference reviews and, in this context, requested the Secretary-General to prepare a comprehensive report on the different options, including a compilation of the views expressed by those functional commissions.

5. Further, the Council reiterated that the relevant functional commissions and other relevant intergovernmental bodies should focus on the issues relating to the conference for which they were responsible, and obtain inputs from relevant bodies on related issues. In that regard, the Council stated that: (a) the functional commissions and other intergovernmental bodies should, at an early stage, identify the possible agenda and scope of the review of the conference for which they had primary responsibility; (b) in general, the reviews should ascertain lessons learned from the implementation of

conference outcomes; constraints encountered and ways to overcome the constraints; and the impact of new developments and challenges; and (c) the outcome documents should be action-oriented and as concise as possible.

6. By resolution 2000/26 of 28 July 2000, the Council reaffirmed the commitments and recommendations contained in its 1999 ministerial communiqué on the role of employment and work in poverty eradication: empowerment and advancement of women, welcomed the outcome documents of the twenty-third and twenty-fourth special sessions of the General Assembly and reiterated the call that the relevant organizations of the United Nations system and the international community take consistent, coherent, coordinated and joint actions in support of national efforts to eradicate poverty, with particular attention to employment creation and work and the empowerment and advancement of women. By the same resolution, the Council urged all Member States to take measures, at the national and international levels, to promote the effective mobilization of resources in order to facilitate the full implementation of the recommendations of the 1999 communiqué and the outcomes of the twenty-third and twenty-fourth special sessions of the General Assembly. Further, it urged States that had not yet ratified or acceded to the Convention on the Elimination of All Forms of Discrimination against Women[5] to do so as soon as possible, and all States parties to fulfil their obligations under the Convention, and it invited States parties to the Convention to consider signing and ratifying or acceding to the Optional Protocol.

7. At its substantive session of 2000, the Council considered the report of the Commission on the Status of Women on its forty-fourth session, held from 28 February to 2 March 2000.[6] By decision 2000/237 of 27 July 2000, the Council took note of the report of the Commission and approved the provisional agenda and documentation for its forty-fifth session. By resolution 2000/24 of 28 July 2000, the Council took note of (a) the report of the Board of Trustees of the International Research and Training Institute for the Advancement of Women at its twentieth session (E/2000/58) and of the recommendations and decisions contained therein, and (b) the report of the Director of the International Research and Training Institute for the Advancement of Women (E/2000/59). By decision 2000/289 of 28 July 2000, the Council took note of the report of the Secretary-General on follow-up to and implementation of the Beijing Declaration and Platform for Action (E/2000/77) and the note by the Secretary-General on assessment of activities undertaken by the United Nations system under the system-wide medium-term plan for the advancement of women, 1996-2001 (E/2000/78).

8. At the same session, the Council adopted two resolutions recommended to it by the Commission on the Status of Women. By resolution 2000/9 of 27 July 2000, the Council requested the Secretary-General to continue to review the situation of women and girls in Afghanistan and to submit to the Commission on the Status of Women at its forty-fifth session a report on progress made in the implementation of that resolution. By resolution 2000/23 of 27 July 2000, the Council requested the Secretary-General to continue to review the situation of Palestinian women and to assist them by all available means, and to submit to the Commission on the Status of Women at its forty-fifth session a report on the progress made in the implementation of that resolution.

# III. United Nations system

## A. Activities undertaken by the organizations of the United Nations system

9. Since the submission to the General Assembly of the previous report of the Secretary-General on the subject (A/54/264), the organizations of the United Nations system have continued to assist in the implementation of the Beijing Declaration and Platform for Action. Information received by the United Nations Secretariat on the programmes, policies and other activities undertaken for the implementation of the Platform for Action by United Nations entities is summarized below. The present report does not contain information on the activities of the United Nations Development Fund for Women (UNIFEM) since a separate report on its activities (A/55/271) will be before the General Assembly.

10. The *Office of the Special Adviser on Gender Issues and Advancement of Women* has continued to support and monitor the gender mainstreaming efforts of the United Nations. Consistent efforts are being made throughout the United Nations to incorporate a

gender perspective into substantive work. Many departments and regional commissions have given increased attention to a gender perspective in their medium-term plans and attention has been given to the inclusion of a gender perspective in the instructions for the preparation of programme budgets. A system-wide study of gender mainstreaming in programme budgets, carried out by a task force of the Inter-agency Committee on Women and Gender Equality, has led to increased recognition of the importance of incorporating a gender perspective into budget processes. At the fifth session of the Inter-agency Committee, held from 23 to 25 February 2000, the task force was mandated to disseminate broadly the findings of the study, to investigate ways and means of increasing the level of gender mainstreaming in programme budgets, and to prepare generic guidelines on the incorporation of gender mainstreaming into budget processes.

11. The development of competence on gender mainstreaming among United Nations staff members continued. A competence development framework for gender mainstreaming, and a resource-base of facilitators, is being developed by the Office of the Special Adviser on Gender Issues and Advancement of Women. Competence development programmes for the Department of Peacekeeping Operations and the Economic and Social Commission for Western Asia (ESCWA) were implemented by the Office of Human Resource Management in 1999. Programmes for the Department of Economic and Social Affairs and for the Economic and Social Commission for Asia and the Pacific (ESCAP) are being prepared for the period 2000-2001 by means of a collaborative effort between the Office of Human Resources Management and the Office of the Special Adviser.

12. In order to assess the current status of gender mainstreaming in the regional commissions and to provide necessary guidance, visits were made to ESCAP in 1999 and to ESCWA in 2000, and concrete recommendations were made for improving the implementation of gender mainstreaming. Similar visits are planned for the other regional commissions and for the United Nations Offices at Geneva, Nairobi and Vienna.

13. The Inter-agency Committee on Women and Gender Equality, which is chaired by the Special Adviser on Gender Issues and Advancement of Women, continued to collaborate effectively in the development of methodologies for gender mainstreaming. Task forces prepared an inventory of the materials available within the United Nations system on gender training, prepared assessments of the gender focal point system and the use of gender impact analysis within the United Nations system, and compiled a bank of good practice examples in the implementation of the Platform for Action, including gender mainstreaming.

14. The *Division for the Advancement of Women* convened two panel discussions during the forty-fourth session of the Commission on the Status of Women. The first panel, on the theme "Emerging issues, trends and new approaches to issues affecting women or equality between men and women", considered the questions of women and work, including the emergence of new forms of work and employment and reconciliation of family and work responsibilities; women's human rights and access to resources; information and communication technologies; and human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS). The second panel, on the theme "Outlook on gender equality, development and peace beyond the year 2000", considered the topics of population, fertility and development from a gender perspective; humanitarian assistance and conflict resolution; human rights in the context of democratic transition; and gender aspects of globalization and poverty.

15. The Division acted as the focal point for the preparatory process for the twenty-third special session of the General Assembly and for the special session itself. It provided services for the work of the Commission on the Status of Women acting as the preparatory committee for the special session and its Bureau, in particular with regard to the negotiations leading to the adoption of the political declaration and the outcome document. The Division prepared for the review and appraisal of the Platform for Action, analysing 135 responses to the questionnaire of the Secretary-General on the implementation of the Beijing Platform for Action. An analysis of the main trends in the implementation of the Platform was submitted to the preparatory committee at its third session in March 2000 (E/CN.6/2000/PC/2 and Corr.2-3).

16. The Division produced two publications. *Commission on the Status of Women — Agreed Conclusions on the Critical Areas of Concern of the Beijing Platform for Action 1996-1999*[7] covers the

results of the work of the Commission on the Status of Women since 1996, including the adoption of resolutions and agreed conclusions containing recommendations for accelerated implementation of the Platform for Action. The second publication, *The Optional Protocol: Text and Materials — The Convention on the Elimination of All Forms of Discrimination Against Women*[8], traces the process leading to the adoption by the General Assembly of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women and its opening for signature, ratification and accession, and provides governmental officials, scholars and activists with easy access to texts and materials related to the development of the Optional Protocol.

17. In June 2000, the Division organized a consultative meeting on the role of national machineries, with the three-fold purpose of understanding national machineries in national planning processes and structures, promoting learning and exchange on strategies for gender mainstreaming in planning at the national and local levels, and developing a consensus on essential factors that would enable national machineries effectively to pursue their mandates and meet new and emerging challenges.

18. The *Department for Disarmament Affairs* has in the past year taken several steps to move forward its gender mainstreaming agenda. The Department, in a letter addressed to Member States in 2000, strongly urged the nomination of female candidates whenever possible to participate in the United Nations Disarmament Fellowship Programme, for which it is responsible. This resulted in an increase in the number of female participants, from 20 per cent in 1998 to 36 per cent in 2000. The Department has maintained its vigilance, since many of the fellows who graduate from this Programme continue their work in foreign and/or defence ministries at the decision-making levels.

19. The Department continued to meet with the Office of the Special Adviser on Gender Issues and Advancement of Women, with which it has been discussing systematically the extent to which a gender perspective could be included in the work of the Department. The Department and UNIFEM have begun to prepare a policy paper which would highlight the gender implications of disarmament-related activities and emerging opportunities for strengthening the contributions of women to disarmament. The ongoing development by the Department of fact sheets on a gender perspective in disarmament has been another example of innovative work on gender mainstreaming within the United Nations.

20. The *Department of Peacekeeping Operations*, through its Special Committee on Peacekeeping Operations, identified several areas in peacekeeping where gender issues should be addressed. The Committee recognized the increasing need for the participation of female personnel, on a broad geographical basis, in all aspects of peacekeeping operations and encouraged the development and implementation of innovative strategies to further that aim. The Committee recommended that an analysis of the effectiveness of such strategies be included in the reports of the Secretary-General on peacekeeping operations. The Committee encouraged continued attention to gender sensitivity training for peacekeeping personnel, at headquarters and field level and, in order to ensure that a gender perspective is adopted in peacekeeping missions, has established dedicated gender units in the United Nations Interim Administration Mission in Kosovo and the United Nations Transitional Administration in East Timor and expects to do so in other large missions. The Department completed a programme of gender mainstreaming training for all its staff at Headquarters and was planning to extend this training to the field.

21. The Lessons Learned Unit of the Department, in collaboration with the Division for the Advancement of Women, has been conducting a study on mainstreaming a gender perspective in multidimensional peace support operations, which will identify reasons for difficulties in attracting and retaining women staff and examine the critical difference that their inclusion makes in the effectiveness of modern peacekeeping. This involved the convening of a workshop in Namibia in May 2000, which led to the promulgation of the Windhoek Declaration and the Namibia Plan of Action which identify action to be taken to ensure that a gender perspective is adopted in all multidimensional operations in support of peace.

22. In a statement to the Commission on the Status of Women in March 2000, the President of the Security Council strongly supported gender mainstreaming in peace negotiations and peacekeeping.

23. The *Office for the Coordination of Humanitarian Affairs* is mandated to coordinate United Nations assistance in a humanitarian crisis that goes beyond the

capacity and mandate of any single humanitarian agency. In its agreed conclusions 1999/1 on special economic, humanitarian and disaster relief assistance adopted by the Economic and Social Council, the Council recognized the positive role women could play in post-conflict peace-building and reconciliation. The Council stressed the need to integrate a gender perspective into the planning and implementation of activities and recommended that such a perspective be further promoted.

24. Since the policy statement on mainstreaming gender into humanitarian response was endorsed by the Inter-Agency Standing Committee of the Administrative Committee on Coordination in 1999, the Office for the Coordination of Humanitarian Affairs has financially supported and participated in an inter-agency workshop to consider gender requirements in the consolidated appeals process. Tools generated in this workshop were distributed to trainers and training was conducted in the field so as to ensure the integration of a gender perspective into the process in 2000. An interim review of the latter process was performed in connection with the appeals for Angola, the Democratic People's Republic of Korea and Tajikistan, and recommendations were formulated for consideration by the working groups of the Inter-Agency Standing Committee on the consolidated appeals process and gender, respectively. The use of these tools has led to improvements in the appeals for these countries, such as including gender mainstreaming as a guiding principle for humanitarian action (Angola) and a common humanitarian long-term goal (Democratic People's Republic of Korea), establishing gender theme groups in Angola and the Democratic People's Republic of Korea, analysing the gender implication of the emergency and reviewing the implementation of the policy paper statement endorsed by the Inter-Agency Standing Committee establishing a working group on protection in Angola in order to address gender-based violence, targeting of women's non-governmental organizations in Tajikistan in order to improve the status of women and children, identifying measures to address youth illiteracy in Tajikistan and including a gender mainstreaming review project in the consolidated appeals process for Angola. In addition, the Inter-Agency Standing Committee has mandated its working group on gender mainstreaming in humanitarian response to continue its work and further review the implementation of the policy statement endorsed by the Committee.

25. The *Statistics Division* of the Department of Economic and Social Affairs prepared *The World's Women 2000: Trends and Statistics*[9] for the General Assembly at its twenty-third special session, as requested in the Platform for Action and by the General Assembly in its resolution 52/231 of 4 June 1998. The document was launched at the United Nations on 31 May 2000. The Division continued to implement strategic objective H.3 of the Platform for Action, paragraph 208, relating to sex-disaggregated statistics by means of two main programmes of work. The first concerned the preparation of version 4 of the Women's Indicators and Statistics Database (Wistat), which has been described as the most comprehensive international database on gender and social statistics and has been widely used within the international system and in research throughout the world. It was also the main source of statistics for *The World's Women 2000*. The second programme of work concerned a project developed with the United Nations Development Programme (UNDP) and the International Development Research Centre of Canada on gender issues in the measurement of paid and unpaid work, and the development of gender statistics and gender indicators to measure progress.

26. For the twenty-third special session of the General Assembly, the Division convened two panel discussions, one to review progress made in the development of gender statistics at the international and national levels and the second to review the role of time use surveys in measurement of paid and unpaid work. The latter workshop was a joint activity carried out with UNDP. Under the project on paid and unpaid work, the Division has been providing technical assistance to countries in the design of time use surveys and in the measurement of the informal sector. The Division has also been implementing a project under the Development Account in the Caribbean Community (CARICOM) region. The gender statistics activities under the project include the convening of a regional training seminar and the production of a regional publication.

27. The *Department of Public Information* continued its ongoing multimedia communications strategy to support the implementation of the Platform for Action, both at United Nations Headquarters and in the field, by its network of United Nations information centres and services in over 70 countries. Activities included media outreach, press coverage, print products, special

events, radio and television programmes, Internet activities, electronic transmissions, collaboration with non-governmental organizations, public services, lectures and seminars, and media training for journalists, among others. The Department covered and promoted the twenty-third special session of the General Assembly through the preparation of a media kit, media outreach, and numerous programmes carried out by its information centres and services. It also provided coverage of the work of the forty-fourth session of the Commission on the Status of Women, the third session of the Commission acting as preparatory committee for the special session, and the twenty-second and twenty-third sessions of the Committee on the Elimination of Discrimination Against Women. In addition, the Department was the lead agency for the organization of an inter-agency special event to observe International Women's Day 2000, which was a town hall meeting under the theme "Women uniting for peace".

28. The *Office of the United Nations High Commissioner for Human Rights* convened a series of two-day workshops in January and June 2000 for the staff of the Office. The workshops covered gender concepts and frameworks, the relationship of gender to women's human rights, and the practical application of gender concepts and frameworks to the programmes and activities of the Office. The Office co-sponsored a regional workshop organized by the Asia Pacific Forum of National Human Rights Institutions on the role of national institutions in advancing the international human rights of women, held at Suva, from 5 to 7 May 2000. The workshop affirmed the importance of international standards on the rights of women, in particular the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol, and the Declaration on the Elimination of Violence Against Women,[10] notwithstanding countervailing cultural, traditional and religious practices.

29. The Office of the High Commissioner finalized a position paper on trafficking in persons, especially women and children, for use internally and by United Nations entities. As a follow-up, the Office convened a consultative meeting, from 26 to 28 July 2000, to develop guidelines on trafficking in persons. The Office, along with the International Organization for Migration (IOM), the Office of the United Nations High Commissioner for Refugees and the United Nations Children's Fund, issued a note in April 2000 on the protocols concerning migrant smuggling and trafficking in persons. The Office prepared a paper entitled "Building on achievements: women's human rights five years after Beijing", which summarized the developments of the United Nations treaty bodies and special mechanisms in implementing the standards that were affirmed at Vienna and elaborated at Beijing. The paper provides authoritative interpretations of their content, giving them practical application.

30. The *Economic Commission for Europe (ECE)* took steps after its regional meeting for the twenty-third special session of the General Assembly to further develop gender mainstreaming in its areas of work, in particular in the fields of trade and enterprise development, economic analysis, and gender statistics, benchmarks and indicators.

31. The *Economic Commission for Latin America and the Caribbean (ECLAC)* designed a project on making gender indicators available for policy-making purposes, which is to be executed jointly with ECE and other entities of the United Nations system and has been seeking additional financing. The Women and Development Unit of ECLAC has prepared the document entitled "Gender mechanisms in Latin America and the Caribbean: an evaluation", which is to be presented at the thirty-first meeting of the Presiding Officers of the Regional Conference of Women in Latin America and the Caribbean, to be held at Santiago from 13 to15 September 2000.

32. In the framework of the two-year project on gender mainstreaming in the substantive work of ECLAC and in sectoral ministries, which was initiated in July 1999, ECLAC prepared a regional diagnosis on the mainstreaming of a gender perspective in economic and work-related public policies in the countries of Latin America and the Caribbean, to be presented at the next meeting of the Presiding Officers of the Regional Conference. Three national agreements were also concluded between ECLAC and national mechanisms in order to strengthen this process at the country level and formulate an intersectoral plan of action that would define action and strategies to ensure the growing incorporation of a gender perspective in work-related policies.

33. The *Economic and Social Commission for Asia and the Pacific (ESCAP)* launched an umbrella project with a gender component, on the promotion of social

safety nets for women affected by the Asian economic crisis. Under the project, an elaborate questionnaire was developed to evaluate the effectiveness of various assistance programmes that were put in place in Indonesia, the Republic of Korea and Thailand with a focus on the gender dimensions of the crisis. The project will help in identifying the gaps in the programmes to protect affected women and the remedial measures that need to be adopted to make these programmes more effective in protecting women. ESCAP convened a meeting of consultants at Bangkok, from 22 to 24 May 2000, which reviewed the impact of the economic crisis, and finalized the questionnaire and the study methodology of the project on social safety nets.

34. The fifth Consultative Meeting among Executive Heads of Subregional Organizations and ESCAP was held at Bangkok on 7 and 8 June 2000. The meeting reviewed the state of cooperation among ESCAP, the Association of South-East Asian Nations and the South Asian Association for Regional Cooperation in various fields and identified several areas in which cooperation could be strengthened, including feminization of poverty, gender and equality, trafficking in women and children, transnational criminal activities, and women in small business. In collaboration with the Asian Women's Resource Exchange, ESCAP convened a women's electronic network training workshop, which was hosted by Sookmyung Women's University at Seoul from 19 to 25 June 2000 under the project on the strengthening of the women's information network through computer networking in the Asian and Pacific region. In addition, ESCAP has been conducting research on women's organizations and their use of information and communication technologies in Asia and the Pacific, in collaboration with Isis International Manila and the Association for Progressive Communications.

35. The *Economic and Social Commission for Western Asia (ESCWA)* was given the mandate by the Arab Conference for Follow-up to Global Conferences, held from 12 to 15 December 1999, to work closely with regional organizations such as the League of Arab States and the Centre of Arab Women for Training and Research, and with governmental and non-governmental organizations in order to assist in accelerating the implementation of the Platform for Action. In addition, ESCWA has been promoting a rights-based approach to gender equality in the new millennium premised on the basic elements of good governance and human rights.

36. The *United Nations Children's Fund* created a guide to gender mainstreaming in country programming which was field tested, and good practices documented through the internal programme knowledge network and shared with other entities. UNICEF contributed to the development of programme guidance and tools on the integration of gender in the consolidated appeals process. Some country offices have developed more specific materials, such as the *Gender and Leadership Resource Book* in Nigeria. UNICEF supported the development of data systems and initiatives for sex-disaggregated statistical analysis in a number of countries.

37. Through programmes of cooperation, UNICEF offices in Asia and Africa gave specific attention to ending violence against women and girls, including through the documentation of its incidence and the development of strategies in collaboration with Governments, non-governmental organizations and United Nations entities. Four video films were produced in South Asia to examine the gender stereotypes that perpetuate violence against women, and are being used in public education to encourage the involvement of males as part of the solution. In Pakistan, the findings of UNICEF-supported studies have promoted advocacy with policy makers on the extent and nature of violence, particularly "honour killings" of women.

38. UNICEF strengthened its focus on addressing sexual exploitation and abuse in 1999. The trafficking of women and girls from countries in Central and Eastern Europe, the Commonwealth of Independent States and in the Baltic States continued to gain visibility through press coverage, and a study of the situation of children in border communities was supported in Poland. National workshops on trafficking were held in cooperation with UNICEF in Cambodia, the Lao People's Democratic Republic and Viet Nam, as part of the Mekong Regional Law Centre project. Viet Nam developed a new ordinance on the prevention of child prostitution and trafficking, while in Nepal, UNICEF expanded its support for paralegal training and community surveillance to 14 districts. It also signed a five-year agreement with the Nepalese police which includes the development of training and data collection systems to address sexual exploitation and the trafficking of children. In parts of India, small-scale

hostel programmes for children in danger of sexual exploitation are being established, while educational opportunities for girls and income-generation opportunities for families have been supported to promote alternatives to sex work.

39. The *United Nations Development Programme* signed a memorandum of understanding in July 2000 with the International Telecommunication Union and UNIFEM, through which they will jointly identify means to ensure that technological innovations contribute to gender equality. This was part of the growing emphasis by UNDP on the impact of new technologies on development, including the gender dimensions of that impact. Among recent UNDP publications was a monograph, on transforming information and communication technologies for gender equality, which explored the gender dimensions of the growing digital divide, and proposed the action to be taken by Governments and the development community in that regard. UNDP has also been involved in the emergence of a group exploring the ways in which men in the development community can contribute to a gender equality agenda. In partnership with UNICEF, the United Nations Population Fund, the United Nations Secretariat and others, the group has participated actively in policy dialogue and has produced an analysis of men, masculinities and development.

40. A programme of training UNDP staff and development partners in gender mainstreaming, developed in consultation with the inter-agency community, has resulted in several activities in support of governmental implementation of Beijing commitments. Examples of UNDP activities at the country level include: reports on women's role in peace-building; the preparation of gender mainstreaming briefing kits in many countries, increased inclusion of gender indicators and gender discussion in national human development reports; training workshops to strengthen the capacity of civil society organizations to participate in the reporting process of the Committee on the Elimination of Discrimination against Women and activities to support Governments in fulfilling their reporting requirements; capacity-building for police and judges; support to national monitoring and reporting activities related to the implementation of the Platform for Action; and establishment of a national institute for women's leadership.

41. In collaboration with UNIFEM, UNICEF and the Commonwealth of Learning, and in consultation with the International Training and Research Institute for the Advancement of Women, UNDP has been supporting the development of linked databases on gender good practices and gender training materials from the United Nations system. This provides Governments, United Nations entities and other partners with ready access to successful approaches to gender mainstreaming, and tools that can be used to build national capacity for follow-up to conferences.

42. UNDP supported research and innovation in the areas of gender budgets, gender statistics and gender indicators. Two workshops were convened for networking and knowledge sharing on gender, macroeconomics and national budgets.

43. *United Nations Volunteers (UNV)* carried out a mid-term review of its joint pilot initiative with UNDP and UNIFEM, in which 20 UNV gender-in-development project specialists were provided to UNDP country offices. The review was undertaken one year after the official launch of project activities, and involved an assessment of the experience gained so far so that adjustments could be made, where appropriate, based on lessons learned. It concluded that the project was achieving its objective to increase gender expertise in the UNDP country offices and there had been substantial gains in promoting gender mainstreaming within the resident coordinator system. Certain challenges still remain, including the need for further support for gender mainstreaming by senior management and the underutilization of gender specialists in supporting inter-agency work within the resident coordinator system. The learning experiences and best practices of this programme were presented in a joint UNDP/UNIFEM/UNV panel discussion by four UNV gender specialists convened during the twenty-third special session, complemented by a publication illustrating the best practices of the 20 gender specialists within the pilot project.

44. The *United Nations Environment Programme (UNEP)* has focused its efforts on ensuring gender equality in UNEP personnel practices and gender sensitivity in all projects and programmes. Gender equality consideration has been addressed in all sectoral and thematic work of UNEP. In addition, UNEP has developed through in-house consultation, including the convening in 1999 of two in-house workshops on gender mainstreaming at UNEP and the

United Nations Office at Nairobi, a strategy for gender mainstreaming in UNEP policy, programming and operational procedures. The strategy is aimed at setting up mechanisms and accountability processes so as to ensure the integration of gender equality in the policies, programmes and operations of UNEP, building the capacity of UNEP staff members to carry out and commit to the strategy, and facilitating the contribution of UNEP to the implementation of the Platform for Action.

45. UNEP has also been finalizing a framework for a global network of focal points for gender and the environment, which will consist of focal points from government and relevant international non-governmental organizations. The network will provide for information exchange and data collection, and assist in capacity-building at the national, regional and international levels. It was intended as an effective channel to share lessons learned and experience. In addition, UNEP has produced and disseminated a publication that contains three success stories on gender and environment.

46. The *United Nations Population Fund (UNFPA)* continued to play a critical role in carrying out the mandates assigned by the International Conference on Population and Development and its five-year review, and the Fourth World Conference on Women. By allocating 60 per cent of its support to the area of reproductive and sexual health at the country level, UNFPA has helped to increase access to reproductive health and family planning services in many countries. It continued to fight the HIV/AIDS pandemic, focusing on the vulnerability of women and girls. UNFPA helped to provide services and information to adolescent boys and girls, with special attention paid to the needs of girls, and emphasized the need for men's positive involvement in improving the status of women. Several UNFPA-supported activities advocate the elimination of female genital mutilation and other harmful traditional practices. The Fund also continued to play an important role in providing reproductive and sexual health services and information to populations living in emergency situations.

47. The activities of the *United Nations International Drug Control Programme* were interrelated with the twentieth special session of the General Assembly, held from 8 to 10 June 1998, which was devoted to countering the world drug problem. The Political Declaration adopted at that session stressed that women and men should benefit equally, and without any discrimination, from strategies directed against the world drug problem, through their involvement in all stages of programmes and policy-making. In order to monitor progress made in the implementation of the decisions of the twentieth special session, the Commission on Narcotic Drugs adopted resolution 42/11 of 1 December 1999,[11] on a unified, single questionnaire including the information required on all the actions and measures adopted at the special session. The gender dimension was included in the questionnaire, especially in the context of alternative development and demand reduction. For example, countries were asked whether or not they had incorporated a gender dimension in their alternative development programmes. In section VIII of the questionnaire on demand reduction, countries are asked to answer questions about their prevention programmes and for each item, they are asked to indicate whether it was a gender-sensitive programme.

48. During the Tenth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, held at Vienna from 10 to 17 April 2000, a workshop on women in the criminal justice system was convened by the European Institute for Crime Prevention and Control. It consisted of four modules: women as offenders and prisoners; women as victims and survivors; women in the criminal justice system; and research and policy issues. During the workshop, a broad range of views were presented by practitioners, policy makers, advocates of victims' and women's rights, and researchers.

49. The *United Nations Interregional Crime and Justice Research Institute (UNICRI)*, in close cooperation with the Centre for International Crime Prevention of the United Nations Office for Drug Control and Crime Prevention has, within the framework of the Global Programme against Trafficking in Human Beings, started the collection, evaluation and assessment of the involvement of organized crime in the trafficking of human beings, with particular attention paid to trafficking in women for forced labour, forced marriage and sexual exploitation. Two projects, one in the Philippines and another in Poland and the Czech Republic, have been initiated. A summary report of the rapid assessment of the project in the Philippines, which was conducted by UNICRI in cooperation with the Australian Institute of Criminology in 1999, was distributed in April 2000 at

the Tenth United Nations Congress on the Prevention of Crime and the Treatment of Offenders as a conference room paper. The project in Poland and the Czech Republic is focused on trafficking in women for sexual exploitation, and involves these two countries as well as Austria, Finland, Germany and the Netherlands. Other projects to be implemented in 2000 involve Brazil and West Africa (Benin, Côte d'Ivoire, Nigeria and Togo).

50. The *United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)* continued its efforts to meet, through its core programmes, the objectives of development and equality for women. UNRWA promoted equal access to its educational facilities in its five fields of operation (Jordan, Lebanon, the Syrian Arab Republic, the West Bank and Gaza Strip) for Palestine refugee girls and boys, and maintained full gender equality with 50 per cent of pupils being female. In its health programme, UNRWA placed special emphasis on maternal and child health. As part of its programme on women-in-development, UNRWA supported some 70 community-based women's programme centres which undertook activities, including lectures and workshops, on issues of concern to women and the community, and skills training courses and support services to women, such as kindergartens and legal advice bureaux. The strategy of UNRWA was to provide training for the women operating the centres with a view to facilitating managerial and financial self-sustainability. As part of its income generation programme, the UNRWA solidarity group lending programme was focused solely on loans to women owners of microenterprises in the West Bank and Gaza Strip, with almost its entire operational level management and credit extension staff composed of women. The solidarity group lending programme provided working capital loans to women through a group guarantee system and a graduated lending methodology. The programme remained one of the most successful women's credit programmes in the Middle East region, maintaining an annual repayment rate of some 96 per cent.

51. The *United Nations Centre for Human Settlements* continued to implement the Platform for Action through the mandate of the Commission on Human Settlements. At its seventeenth session, the Commission resolved that both the women and Habitat programme and the Gender Unit should be adequately equipped to meet the challenges of implementing the new strategic vision. The new strategic focus and work plan for 2000-2001 identified the empowerment of women as the main indicator of the success of the interventions by the Centre. The two global campaigns, on secure tenure and good urban governance, both highlight women and gender issues.

52. Grass-roots indicators of women's empowerment in urban informal settlements have been applied in more countries. A set of gender-sensitive indicators on local governance was being tested in preparation for the follow-up meeting to the United Nations Conference on Human Settlements (Habitat II), scheduled to be held in 2001. Local urban observatories are being supported in order to improve reporting on sex-disaggregated data. The best practices database of the Centre has been coordinated with those of its main partner on women's issues, the Huairou Commission, and the Inter-Agency Committee on Women and Gender Equality. In addition, three books were published on gender and human settlement issues in 2000, one on gender responsive environmental planning and management, another on violence against women in urban areas, and the third on women's right to land, housing and property in post-conflict situations and during reconstruction.

53. The *Office of the United Nations High Commissioner for Refugees (UNHCR)* had, as one of its strategies for gender equality mainstreaming, the creation of gender teams and the strengthening of gender networks. The concept of gender networking has moved away from the idea of an isolated gender focal point being totally responsible for gender issues, ensuring a multisectoral approach since each gender team included at least one staff member from both the protection and programme sections of UNHCR. This approach has proved successful in the Americas and Eastern Europe, the Commonwealth of Independent States and Central Asia where gender networks have become specific tools of developing regions for programming and protection.

54. UNHCR realized that gender mainstreaming required the comprehensive training of staff throughout the organization. For more than a decade, UNHCR has used People Oriented Planning (POP) training to provide UNHCR staff and implementing partners with a framework for analysing and understanding the different experiences of women and men refugees. The POP training package was revised in 2000 to incorporate a rights-based approach and has been

recently piloted in a workshop in Kosovo. In addition, UNHCR has integrated gender equality training tools into the new protection learning programme that will reach all protection staff in the organization, as part of an ongoing effort to mainstream a gender perspective into all training activities. In Guinea, Kenya, Liberia and Uganda, UNHCR launched a pilot peace programme, recognizing that refugees need negotiation and conflict resolution skills for sustainable and durable solutions. UNHCR has also supported various initiatives to bring refugee women to the peace-negotiation table and has worked to ensure that refugee women's perspectives are included in a number of peace-building processes, from the Arusha negotiations on Burundi, to the Mano River Union initiative in West Africa.

55. The *United Nations University (UNU)* has been increasingly dealing with gender issues in its research and capacity-building activities under two broad areas: peace and governance; and environment and sustainable development. In the former area, two research projects were launched concerning women and children, the two groups of society most vulnerable to conflict and at the same time very crucial to post-conflict peace-building efforts. One project examines the special needs of and challenges posed to children and women in post-conflict societies, drawing upon case studies throughout the world. The other was a collaborative follow-up to a two-year project on child soldiers in Africa by the Institute of Security Studies, South Africa. The follow-up research was based on an extended survey of the community and focused on girl combatants and their reintegration into society. Projects highlighted in the latter area include the preparation of a directory of African women professionals involved in natural resource conservation and management, as well as the documentation of success stories of African women in natural resource management enterprises. The results of these activities by the UNU Institute for Natural Resources in Africa since 1998 are expected to strengthen the Institute's gender focus in project development and also help Governments and their development partners to ensure women's active participation in national development.

56. The *International Research and Training Institute for the Advancement of Women (INSTRAW)* has been undertaking a new strategic role and working method, using primarily new information technologies as a means of producing, managing, disseminating and applying gender-aware knowledge and information on critical issues and trends, in order to promote the equal partnership of women and men in development. The General Assembly, by resolution 54/140 of 17 December 1999, mandated INSTRAW to undergo a process aimed at enhancing and developing its infrastructure and methodologies to meet the challenges of the new information and communication age. In response, INSTRAW devised a new structure and working method, the Gender Awareness Information and Networking System (GAINS). GAINS positions the Institute to play a unique role in the promotion of gender-sensitive, human-centred development around the world. GAINS, a new global strategy for development cooperation, addresses both the strategic and practical needs of women. The system empowers women, and functions as a virtual workshop on gender. INSTRAW launched its new web site in English featuring GAINS at the twenty-third special session of the General Assembly, and it was envisioned that the web site would eventually be available in the six official languages of the United Nations.

57. The *United Nations Research Institute for Social Development (UNRISD)* has continued to demonstrate its support to the implementation of the Platform for Action. In 1999, UNRISD commissioned a series of papers assessing how far contemporary debates and developments over rights and democracy have empowered women's struggle for greater gender justice. As part of its project entitled "Gender justice, development and rights: substantiating rights in a disabling environment", UNRISD held a one-day workshop in New York to coincide with the twenty-third special session of the General Assembly. The immediate output from the event was the preparation of a summary of issues paper which was circulated at the special session. UNRISD also prepared for publication a longer conference report which highlights the main issues debated at the workshop. The final version of the commissioned papers will be available from UNRISD at the beginning of 2001. A collection of papers will also be brought together in an edited manuscript and/or a special issue of an academic journal.

58. The *United Nations Non-Governmental Liaison Service* continues to play a multifaceted role, including information outreach, strategic advice to the United Nations and non-governmental organizations, facilitating the participation of non-governmental organizations, organizing United Nations-non-

governmental organizations and other events, and participating in United Nations-non-governmental organization activities. Information outreach has been a major feature of the work of the Service in connection with the implementation of the Beijing Declaration and Platform for Action. The Service worked closely with UNIFEM to produce and disseminate to participating and other non-governmental organizations a publication, "Gender on the agenda: a guide to participating in Beijing +5", an update of a guide jointly produced for the Beijing Conference in 1995. In addition, the Service produced, published, disseminated and loaded onto its web site titles in its *Roundup* series, on the review process including "Preparations for Women 2000" (No. 51, May 2000) and "Women 2000: General Assembly special session" (No. 56, June 2000). Over 6,000 hard-copy versions were distributed to non-governmental organizations throughout the world with over 1,000 distributed to staff of United Nations entities, Member States, donor organizations and other development-related institutions.

59. The *International Labour Organization (ILO)* has extended its activities to implement the Platform for Action to other areas, in particular women and armed conflict, women and HIV/AIDS, social dialogue, and institutional and financial arrangements for gender mainstreaming. The International Labour Conference and the Governing Body have demonstrated enhanced commitment to gender equality concerns. An informal meeting at the ministerial level was held during the International Labour Conference in 1999 on the theme "Let's make gender equality a reality". At its 276th session in November 1999, the Governing Body decided to hold a special event on "Women 2000" during its 277th session. A one-day symposium on the theme "Decent work for women" was held in March 2000. It demonstrated the Governing Body's strong support for the preparations for the twenty-third special session of the General Assembly.

60. Within the framework of the new ILO gender policy, systematic efforts were being made and specific steps taken to mainstream gender into ILO technical cooperation activities, along with targeted interventions. For many targeted activities a holistic approach has been adopted, and they touch simultaneously on various critical areas of the Platform for Action. The first strategic budget of ILO for 2000-2001, and the report entitled "Decent work", submitted by the Director-General to the 87th International Labour Conference in 1999, identified gender as cutting across the four strategic objectives of the Organization. In the light of the strong commitment of the Director-General to gender equality, efforts were reinforced in the areas of structure, substance and representation. An internal circular on gender equality and mainstreaming in the International Labour Office was issued in December 1999 and the ILO Action Plan on gender mainstreaming for gender equality was approved for its implementation.

61. At the *ILO International Training Centre*, training, information, sensitization, sharing of experience, and exchange of models and best practice were the tools offered in the year 1999/2000 to respond to commitments taken by the international community in terms of active promotion of human rights, women's empowerment and gender equality. In the area of capacity-building, the International Training Centre along with ILO facilitated the implementation of a first series of capacity-building seminars on gender equality, poverty eradication and employment promotion in the Arab States, in Latin America and in Africa, and the adaptation of the modular training package in Spanish and in Arabic. The development of women's entrepreneurship was the objective of subregional or national programmes held in Albania, Cape Verde, the Lao People's Democratic Republic, Palestine, Romania, Viet Nam and at Turin, and involved partners from local training institutions, non-governmental organizations and associations acting in the development and microenterprise sector. In the area of institutional mechanisms for the advancement of women, two workshops were convened, aimed at reinforcing the institutional response to promote gender equality within the ILO itself. The Centre also arranged training activities on the promotion of women's status, information on the main international instruments (i.e., the Convention on the Elimination of Discrimination against Women) and the design of legislative instruments complying with International Labour Standards on equality of opportunities and the rights of women workers at the national level.

62. The *Food and Agriculture Organization of the United Nations (FAO)* has established an interdepartmental Committee on Women in Development. The main function of the Committee is to provide policy guidance and to facilitate coordination and decision-making on substantive and

operational matters relating to women in development. It monitored overall progress in implementing the FAO Plan of Action on Women in Development at headquarters and in the field. The Committee was supported by a network of gender focal points and core technical review groups within each technical division, and by the Women and Population Division at headquarters. In addition, the Plan of Action of the World Food Summit held in Rome, from 13 to 17 November 1996, reinforced the importance of gender mainstreaming in the work of FAO. FAO has directed particular attention to generating reliable, gender-responsive, statistical databases, and the preparation of the World Agricultural Census for 2000. The FAO socio-economic and gender analysis training initiative, initially undertaken in cooperation with United Nations and bilateral entities, has been developed for use in capacity-building for governmental and non-governmental personnel, consultants and experts. The aim of that initiative was to strengthen analytical and managerial methodologies and tools at the macro, intermediate and field levels, in order to facilitate the application of a gender dimension in policy and strategies formulation.

63. Efforts to sensitize FAO technical units and FAO member States on gender have been undertaken, such as the High-level Consultation on Rural Women and Information, held in Rome, from 4 to 6 October 1999. Divisions are increasingly recognizing the importance of this issue and some have started to compile and analyse sex-disaggregated data with the aim of providing guidance to policy makers in promoting gender-responsive programmes for agricultural and rural development. In order to improve the effectiveness of gender mainstreaming activities, many Divisions have developed, or are in the process of developing, gender-sensitive guidelines for specific topics and sectors. As part of the worldwide information campaign on rural women, the Women and Population Division of FAO launched a web site on gender and food security, and has provided technical papers, notes, commentaries, technical backstopping and training tools to enhance the capacity of regional country support teams and gender population and development advisers in gender mainstreaming.

64. The *World Food Programme (WFP)* distributed food aid to 58 million people, of which 63 per cent were women and girls. The total number of family beneficiaries was 89 million, 53 per cent of them women and girls. The WFP target, set at the Beijing Conference in 1995, was to give 80 per cent of food in emergencies to women. WFP also acknowledged the importance of ensuring that women had a role in management committees that decided where, when and how that food would be used. At present, WFP has reached a participation level of 40 per cent for women in 75 per cent of the countries in which it provides assistance.

65. Progress in reaching the goal of devoting one half of its resources for education to girls has been uneven. It has been envisaged that most WFP offices will reach the target by 2001. Strides have been made in promoting the education of girls using an innovative take-home rations programme. In the Islamic Republic of Iran, WFP provided Afghan refugees with a four-litre can of cooking oil to each girl who was in school for a full month. The average increase in school attendance of girls for all countries with active projects has been 50 per cent. The goal of WFP that food-for-work projects should directly benefit women and girls should be attained in 80 per cent of offices by the end of 2000, and WFP has been working on ensuring that assets created through these projects should also be directly helpful to women. WFP has mandated that all WFP country offices collect data on a sex-disaggregated basis for all activities. In some countries where there was an obvious gender gap, WFP field staff have completely refocused their programmes.

66. The *International Fund for Agricultural Development (IFAD)* implemented a three-year gender strengthening programme in eastern and southern Africa so as to equip project management units to address gender concerns during project implementation. This included training of project staff to analyse the socio-economic relationships within households and communities and how these dynamics affect the design and implementation of projects. In the western and central African region, a three-year, village-based, participatory action programme for gender research and learning was executed in selected countries. Training and village level analysis of gender were designed to increase the capacities of villages and project staff to undertake participatory appraisal activities, develop action plans, prepare gender guidelines for project designers and implementers, and follow up their results. In the Asian and Pacific region, a gender strategy was introduced that recognized the need for a variety of approaches, given the profound

differences in gender roles and relations among subregions. Workshops were held with cooperating institutions to develop guidelines that responded to those needs.

67. In the Latin American and Caribbean region, IFAD, together with its partners, launched a gender programme involving a number of workshops and field studies to develop gender-mainstreaming tools and manuals. As a follow-up, a technical assistance programme will be implemented to provide support to management teams for new projects, project staff, cooperating institutions and consultants in applying these tools and guidelines. In the Near East and North Africa Division, a three-year programme funded by a grant from IFAD was introduced in areas where gender mainstreaming needed to be enhanced. The programme involved project staff and borrower Governments and included research and training activities, the creation of guidelines and focused assistance to projects. A computerized database on gender and household food security was being developed to contain experience of and lessons learned by IFAD from projects, policy documents, studies and operational tools. A knowledge network was also being established to enhance the ability of IFAD to analyse field experiences and to incorporate efficiently lessons learned into the design and implementation of new projects.

68. The *General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO)*, at its 30th session held in Paris, from 26 October to 19 November 1999, underlined the importance of giving continued priority to women, girls and gender equality, as expressed in the organization's medium-term strategy for 1996-2001. The General Conference, in resolution 30C/R.47, authorized the Director-General to continue to promote gender mainstreaming and capacity-building activities in order to strengthen the active participation of women at all levels and in all fields of society, in line with the UNESCO Agenda for Gender Equality, adopted by the General Conference at its 28th session, and other relevant resolutions, and to strengthen cooperation among member States, inter-agency mechanisms, intergovernmental organizations and non-governmental organizations. By this action, UNESCO reconfirmed its previous commitments within the United Nations system, in particular, those regarding gender mainstreaming and the implementation of the system-wide medium-term plan for the advancement of women for the period 1996-2001, the Beijing Declaration and Platform for Action and its United Nations regional platforms for action, mobilizing wide support for the Convention on the Elimination of Discrimination against Women and the major United Nations conferences of recent date.

69. A UNESCO initiative invited media throughout the world to mark International Women's Day by encouraging the participation of women journalists at the highest levels of decision-making in media institutions. The overall aim was to help bring women into leadership positions, and also eliminate gender-biased stereotyping. UNESCO maintained its gender mainstreaming efforts through regular communication and exchange of information with its gender focal points at headquarters and in the field. This involved outreach, advocacy and the distribution of information and publications relating to women, girls and gender equality, participation in information exchange meetings and the efforts of the gender equality web site, and by continuing to facilitate and moderate the UNESCO "Priority-Gender" electronic discussion group.

70. The *International Civil Aviation Organization (ICAO)* continued its efforts to increase the representation of women at the national level, which was intended to help improve the recruitment and status of women in its secretariat. The ICAO Assembly noted that its Council would continue to monitor steps taken in the implementation of the targets and action plan on women which had been endorsed during the 31st session of the Assembly. Through its technical cooperation programme, ICAO further endeavoured to ensure that necessary attention was given to the participation of women in United Nations programmes for sustainable development by encouraging beneficiary contracting States to nominate more women for its fellowships programme.

71. The commitment of the World Health Organization (WHO) to support implementation of the Beijing Declaration and Platform for Action continues to be reflected in the organization's policy in the field of women's health and in action at both headquarters and in the field. Significant work has been carried out by WHO in 6 of the 12 critical areas of concern (poverty, access to health care information and services, violence against women, the effects of armed or other kinds of conflict on women, the human rights of women, persistent discrimination against and

violation of the rights of the girl child) and in connection with all five of the strategic objectives for women's health.

72. The renewed focus of the *World Bank* on poverty reduction as its primary mission and the broadened definition of poverty have facilitated the Bank's work on reducing gender disparities. Since 1995, the World Bank has made consultations with non-governmental organizations and civil society a priority in developing its country assistance strategies and special steps have been taken to include women's groups. Close to one half of the Bank's assistance strategies for member States now include actions designed to promote gender equality. The number of projects that address gender issues at the design stage has increased, with gender issues integrated into health, education and micro-finance, as well as agriculture, water and sanitation, energy, transportation, community development and legal reform. Project components on gender-based violence have been piloted. The Bank has loaned approximately US$ 3.4 billion for projects for the education of girls since the Beijing Conference. Over two thirds of World Bank lending in health, nutrition, and population programmes in low-income and middle-income countries have included gender-related goals, with particular emphasis on areas such as women's reproductive health and HIV/AIDS. A new policy research report on gender and development that examines how gender equality affects development, and which policies are most effective in promoting gender equality, will be published in the autumn of 2000.

73. The *International Monetary Fund (IMF)* has had both a direct and indirect impact on promoting the participation of women in power structures and decision-making through a range of training programmes for officials from member States, offered in a variety of locations. These courses are specifically aimed at future decision-makers, in particular in central banks and ministries of finance. During the past five years, women accounted for 29 per cent of the participants selected for courses at headquarters. At the Joint Vienna Institute, where participants are primarily from the countries of the former Union of Soviet Socialist Republics and other economies in transition, more than 50 per cent have been women. At the Singapore Institute and the Joint Africa Institute, where the participants in the training programmes are primarily from each region, women accounted for 32 per cent and 19 per cent of participants, respectively.

74. Major steps have been taken to mainstream diversity considerations into all of the human resource polices, programmes and practices of IMF. Since 1996, every department has been required to prepare a specific diversity action plan and report on progress in meeting diversity goals. Beginning in the year 2000, these action plans are to be incorporated into departmental human resource plans. New learning and training programmes have been developed on gender and cultural awareness, and management training and assessment programmes have been reviewed to ensure that they are gender sensitive and fair. Mentoring programmes are being made available for all new staff; specific mentoring was provided to women and to minorities at mid-career level. Performance assessments and promotion policies and procedures are monitored to ensure that they are gender neutral, and studies are conducted to analyse possible gender bias. Flexible working arrangements, including part-time work, work at home and compressed work schedules, and other initiatives to help staff better balance their work and private lives and to reduce stress, have been introduced; these are of particular value to young working parents, especially women, who often bear a disproportionate share of child-raising and family responsibilities. The participation of women in country mission teams has increased and the proportion of country missions led by women rose from 4 per cent in the early 1990s to close to 10 per cent at the end of the decade.

75. The activities of the *International Telecommunication Union (ITU)* in 1999/2000 included Telecom 99, in which a session on human resources addressed the issue of "Empowering women in the developing world", and an informal survey of participating organizations conducted to provide preliminary information on the situation of women in the telecommunications sector. For International Women's Day on 8 March 2000, ITU hosted a panel discussion on "Young women and telecommunications". In addition, ITU has launched a training programme on gender mainstreaming for ITU staff. Further, ITU sees the memorandum of understanding signed with UNIFEM and UNDP as identifying areas of cooperation to enable women to participate in, and benefit from, the current communications revolution. The annual report on

gender issues prepared for the meeting of the ITU Council in July 2000, endorsed the mandate of ITU in this regard and called for additional resources to be made available for gender issues in ITU.

76. A task force on gender issues was established by the ITU development sector, with the main projects under implementation being: a training curriculum to integrate a gender perspective in telecommunications policy to be run as part of development seminars or as sessions in training institutions and telecommunication entities; dissemination of a gender questionnaire as part of the annual survey to telecommunication regulators; feasibility studies in Ethiopia and the Niger with a view to creating pilot telecentres owned and operated by women; gender-sensitive training for trainers in a telecommunication training institution in Africa; capacity-building, in partnership with the Gender in Development Programme of UNDP for the task force steering committee members.

## B. Means of implementation, including human and financial requirements

77. The Office for the Coordination of Humanitarian Affairs has established a gender budget of some US$ 60,000 and has designated two gender focal points, at Geneva and in New York, on a part-time basis. A focal point for women has recently been elected at the Office in New York.

78. At its twenty-eighth session, the Economic Commission for Latin America and the Caribbean adopted resolution 576 (XXVIII), on the follow-up to the Regional Programme of Action for Women of Latin America and the Caribbean, in which it recommended the increase of technical and financial resources at the national, international, regional and subregional levels, with a view to accelerate the attainment of gender equality.

79. The Women and Development Unit of the Social Development Issues and Policies Division of Economic and Social Commission for Western Asia continues to be staffed with three Professional staff members (one each at the P-5, P-4 and P-2 levels). Financial resources from the regular budget remain meagre. Limited extrabudgetary resources are being secured.

80. UNEP continues to re-focus the institutional arrangements for gender within the secretariat. A post of gender liaison officer (at the P-4 level) was established in the Division of Environmental Policy Development and Law. In formulating its programme plan and budget, UNEP pursues a process to ensure the incorporation of a gender perspective. All UNEP projects have to adhere to the UNEP Manual on Project Formulation, Approval, Monitoring and Evaluation, which contains gender criteria, and the gender focal point (at the D-1 level) participates in all important decision-making.

81. In its policies, programmes and in all matters related to staff, UNFPA fully adheres to and implements guidelines and policy statements issued by the United Nations, including specific guidelines entitled "Guidelines for UNFPA support for mainstreaming gender issues in population and development programmes". A gender focal point for the Fund was established, together with a gender theme group. Capacity-building and gender mainstreaming continues to be a goal at its headquarters, and at the regional and field levels.

82. WFP has made substantial headway towards reaching the United Nations goal of gender balance in staffing. After the Beijing Conference, that figure has climbed to 36 per cent for the highest management group. WFP total staffing for women in international posts is at present 34 per cent. Its managers are rated on their performance in reaching the goal of the Secretary-General of having 50 per cent female Professional staff in the United Nations. In the last quarter of 1999, WFP attained full parity in the hiring of women and men for the first time.

83. In April 2000, the United Nations Centre on Human Settlements combined its Women and Habitat Programme with the Gender Unit, with the broader unit having the responsibility for women and gender, norms and policies at the Centre. This ensured that the two policy goals, empowerment of women and gender mainstreaming, would become an integral part of the Centre's policy and normative operations.

84. At UNHCR, a new Senior Coordinator for Refugee Women and Gender Equality took up her post in April 2000.

85. The efforts of UNU at the operational level have brought about a slight increase in the participation of women in most aspects of its work. Especially noteworthy was the recent appointment of a woman to the directorship of the UNU/Institute for New Technologies.

86. FAO has undergone a significant process of restructuring to decentralize operations, which was instrumental to gender mainstreaming at the regional level. The decentralized structure includes a gender specialist assigned to each of the five regional offices of FAO, who each collaborate extensively with the decentralized divisions at the regional and sub-regional levels and are working directly with the FAO national offices. Furthermore, the decentralized structure facilitates the implementation of the Regional Women in Development Plan of Action and also national action plans.

87. The UNESCO reform programme includes a strategy to reduce the number of positions at the level of Director. At present, women constitute 40.9 per cent of the Professional category (66.7 per cent of the General Service) bringing UNESCO closer to the 50 per cent target set by the United Nations. The two governing bodies of UNESCO are well represented, with women chairing both the General Conference and the Executive Board.

88. During 1999, particular attention was given throughout WHO to advancing the integration of gender concerns into all aspects of both programming and management. This included, among other things, the work of an Organization-wide gender working group, as well as the recruitment of a Director of Women's Health and the organization of a Department of Women's Health to help focus and accelerate WHO work in this field.

89. The World Bank has made organizational changes to strengthen the focus on gender issues, including the creation of a Gender Sector Board to oversee the incorporation of gender into its work. The proportion of women on the Bank's staff has increased from 12 to 19 per cent in management and from 28 to 34 per cent in Professional positions.

90. IMF launched a major initiative to achieve greater diversity among Fund staff, by gender, nationality and geographical region. This followed the recommendations of two working groups established to examine the status of women in IMF, and the extent and source of any discrimination based on nationality, race, religion and other personal characteristics. To guide its new diversity effort, IMF created, at a very senior level, the position of Special Adviser on Diversity. The Advisor submits an annual report to the Managing Director, which is made available to all staff.

91. In 1999, ITU had twice as many women as men recruited at the Professional and higher level categories. Women now constitute 23 per cent of all staff in these categories, compared to 21 per cent in 1998.

# IV. Conclusions

92. During the period under review, the United Nations system continued to follow up the Fourth World Conference on Women. The main priority still remains the mainstreaming of a gender perspective into programmes and policies, and there has been increased cooperation within the United Nations system and with other international organizations and non-governmental organizations regarding gender programmes. Aside from preparations for and participation in the twenty-third special session of the General Assembly, the United Nations entities continued existing programmes or implemented new activities to implement the Beijing Declaration and Platform for Action.

*Notes*

[1] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

[2] Ibid., annex II.

[3] *Official Records of the General Assembly, Fifty-fifth Session, Supplement No. 3* (A/55/3/Rev.1), chap. V.

[4] See E/2000/57, para. 33.

[5] General Assembly resolution 34/180, annex.

[6] *Official Records of the Economic and Social Council, 2000, Supplement No. 7* (E/2000/27).

[7] United Nations publication, Sales No. E.00.IV.6.

[8] Ibid., Sales No. E.00.IV.2.

[9] Ibid., Sales No. E.00.XVII.14.

[10] General Assembly resolution 48/104.

[11] *Official Records of the Economic and Social Council, 1999, Supplement No. 8* (E/1999/28/Rev.1), Part Two, chap. I.